

## Diversity of the board

- Diversity of the Board of Directors: According to the "Procedure for Election of Directors" that is formulated in accordance with Article 20 of the Company's "Corporate Governance Best Practice Principle," the composition of the Board of Directors should be with the factor of diversity taking into consideration. The number of directors who also serve as managerial officers of the Company shall not be more than one-third of the Board of Directors; also, an appropriate diversification policy should be formed by referring to the Company's business operation, operation pattern, and development needs, which should include but not limited to the following two aspects:
  - 1. Basic requirements and values: Gender, age, nationality, culture, etc.
  - 2. Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, and/or technology), professional skills, industry experience, etc. The members of the Board of Directors should generally have the necessary knowledge, skill, and experience to perform their duties; in order to achieve the desired objectives of corporate governance, it is desirable that the Board of Directors as a whole have the following competencies:
  - 1. The ability to make judgments about operation.
  - 2. Accounting and financial analysis ability.
  - 3. Business management ability.
  - 4. Crisis management ability.
  - 5. Industry knowledge.
  - 6. An international market perspective
  - 7. Leadership.
  - 8. Decision-making ability.
- The Company's independent directors account for 44% of the 8th Board of Directors; directors who are also an employee of the Company account for 22%, and female directors account for 11%; therefore, the Company has achieved the goal of having at least one female director. There are 5 directors in the age group of 61–70 years old (accounting for 56%) and 4 directors in the age group of 51–60 years old (accounting for 44%).

Core items of diversity  Director's name		Gender	An employee of the Company	Age			Seniority of being an independent director			The ability to make	Accounting and financial	Business	Crisis	Industry	An international	Leadership	Decision-
				41~50	51 to 60	51~60	Under 3 years	3~9 years	More than 9 years	judgments about operations	analysis ability.	management ability.	management ability.	Knowledge	market perspective.	ability	making ability
Chien, Chuan-Sheng	ROC	Male	V		V						V	~		~		<b>V</b>	V
Lee, Chung-Liang	ROC	Male				V				V	V	V	V	~	V	V	V
Rui Ding Investment Co., Ltd. Representative: Wu, Hsi-Hsi	ROC	Male	~		<b>v</b>					<b>V</b>		V	V	<b>V</b>	V	<b>V</b>	~
Jhu, Cing-Jhong	ROC	Male			<b>V</b>					>	>	V	V		V	>	V
Hsu, Shan-Ke	ROC	Male				>				>	>	V	V	>	V	>	V
Wang, Yin-Tien	ROC	Male				<b>&gt;</b>		<b>&gt;</b>		<b>&gt;</b>		V	V	<b>V</b>	V	>	V
Lin, Wei-Li	ROC	Male			~			~		V		~	V	~	V	V	V
Young, Kai-Charn	ROC	Female				>		>		V	V	V	V	V	V	<b>V</b>	V
Lo, Su-Shun	ROC	Male				٧		V		V		V	V		V	V	V